Cottenham Primary School
Class Teacher – Person Specification

Person Specification The School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.			
	Essential These are qualities without which the Applicant could not be appointed.	**Desirable** These are extra qualities which can be used to choose between Applicants who meet all of the essential criteria.	**Method of Assessment**
Qualifications	One or more of the following: B Ed Degree + PGCE Degree + QTS	Evidence of further professional training.	Production of Applicant's certificates
Attainments and Experience	Highly effective classroom practitioner with the ability to inspire and motivate. Experience of working with Teaching Assistants and Support Staff. Knowledge and/or experience of good practice in EYFS, KS1 and/or KS2 High expectations of pupil achievement and behaviour.	Experience of teaching using the Read Write Inc phonics programme	Application form Lesson observation Interview Professional References
Skills	Excellent interpersonal skills including the ability to relate well to people on all levels, to resolve conflicts in a sensitive manner, to encourage and motivate. Ability to work as a member of a team, to show initiative and imagination, and to clearly align with the school's culture. Good organisational and administrative skills. An understanding of corporate responsibility including professional confidentiality. Ability to relate well to others, including parents. Ability to organise personal workload and manage time effectively. Ability to use ICT effectively in school administration and classroom practice. Excellent written and spoken English and the ability to articulate and communicate clearly.	Evidence of commitment to professional development. Understanding of curriculum design and implementation. Understanding Willingness to become involved in the extra-curricular life of the school.	Application Form Lesson observation Interview Professional references
Knowledge	Sound knowledge of the requirements of the National Curriculum. Knowledge of a range of teaching, learning and assessment strategies which contribute to effective pupil learning and high standards of achievement. Confidence to teach the full range of the primary curriculum.	Subject specific expertise. Willingness to engage with educational research	Application Form Lesson observation Interview Professional references

	Knowledge of effective strategies to improve continuity and progression in pupil learning. Knowledge of effective approaches to curriculum planning. An understanding of positive constructive behaviour management of pupils. A commitment to inclusive practices within the primary school. A working knowledge of the use of ICT across the curriculum, including curriculum planning. An understanding of the statutory requirements of legislation concerning equal opportunities, health and safety, SEND and child protection. An awareness of recent important national educational developments. A clear understanding of current developments in teaching and learning.		
Personal competencies and qualities	Demonstrable alignment with the culture and values of CPS. Personal integrity, honesty, energy, stamina and enthusiasm. A commitment to personal professional development. The ability to be flexible and manage unexpected events calmly and positively.		Application form Interview References